



Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

April 16, 2024
8:00 a.m. - 9:30 a.m.
Presentations are scheduled for 90 minutes, and can be attended live or virtually.

Cost to attend is \$40 per person. Registration is required.

Contact
jackie.krawczak@kabu.net

Equipped Live

The next Equipped Live is scheduled for April 29, 2024 at 6:00 p.m. Additional details will be emailed in advance of the event.

Equipped Live feedback is always welcome. Questions to be answered live can also be submitted in advance. Contact
jackie.krawczak@kabu.net

this issue

Core Value/Guiding Principle: Cooperation pg.1

Sur-Tech Mfg. LLC pg.2

Supporting FIRST Robotics pg.3

Self-Care Isn't Selfish pg.4

Core Value/Guiding Principle: Cooperation

Over the next several months, we are going to use this space to discuss each shared Core Value of the IFMC. The Mission/Vision/Core Values document is a road map to personal and team success in the IFMC.

Cooperation:

To work together for a common purpose with the intent of achieving mutual gain.

When the core value of cooperation is being delivered effectively, here are some of the things that one might observe or experience in the workplace:

- Effective communication
- Collaboration
- Efficiencies realized
- A unified goal is agreed upon and understood
- People get along; they are happy
- There is a strong level of problem-solving
- Effective teamwork

Those who are proactively engaged in the core value of cooperation understand that they are working toward the same goal as those they work with, and that when they consistently cooperate effectively, without drama, negative attitude, passive-aggressive behavior, or ego, they are more likely to experience gains as a team and individuals.

Self-reflection: Are you easy to get along with? Do others find it easy or difficult to cooperate with you? Do you often think about the common purpose you share with those you work with or do you think more often about your personal gain?

Sur-Tech Mfg., LLC: Growing Piece by Piece

Sur-Tech Mfg., LLC is not the most common business name you will hear around the IFMC, but they have created a positive name for themselves with their growing list of customers.

The ESI team caught up with STM Operations Manager, Luke Zaborney, and the Vice President of Customer Experience, Jon Cox, to learn more about STM and how they have grown the company significantly in such a short time.

STM is in the business of part and piece work for their customers. The range of what they provide for their customers is vast, but includes parts requested out of sheet metal, structural steel, UHMW, and a variety of other stock materials. They can also provide powder coated, or other finishes, on products.

They turn these materials into anything from equipment guards and wear bars to signage and sign backers. They might help design and produce one unique piece for a customer, or thousands of pieces/parts to meet the customer's needs.

STM does not have a standard product line to offer. They work with their manufacturing partners to create solutions to every unique customer need. They sell parts, pieces, and additional components that companies that sell complete equipment cannot easily provide.

How have they grown STM into a successful company?



Luke credits it to their quick turnaround time, and high level of customer service.

Jon added that Luke has built an exceptional team made up of people in estimating, drafting, and customer support. They also contract an individual for additional sales work. He said that the team is just nine people but are delivering outcomes that many would think are coming from a much larger team of people. That illustrates how well they work together, and that cohesiveness has played a big role in the growth and success of the company.

The STM team has worked hard and in a short amount of time have built the company into a true customer-intimacy business, focused intently on meeting the needs of their customers. Their efforts are paying off.

Learn more about STM by visiting their website: [HOME - Sur-Tech Mfg., LLC \(sur-techllc.com\)](http://www.sur-techllc.com)



Referrals are Still the Best Source

Although ESI participates in career fairs, places ads in various publications and on recruiting websites, and engages in other recruiting activities as available, the number one best source of new employees is still personal referrals from current employees.

There are currently openings in manufacturing roles, engineering, sales, project management, drafting/design, product management, marketing, and more.

If there are people within your network who are seeking a new career, an entry-level career, or a change in employer, direct them to the ESI website - www.358-jobs.com. Have them include your name on their application.

Your continued support in recruiting new employees is appreciated and important for the continued growth of the IFMC.

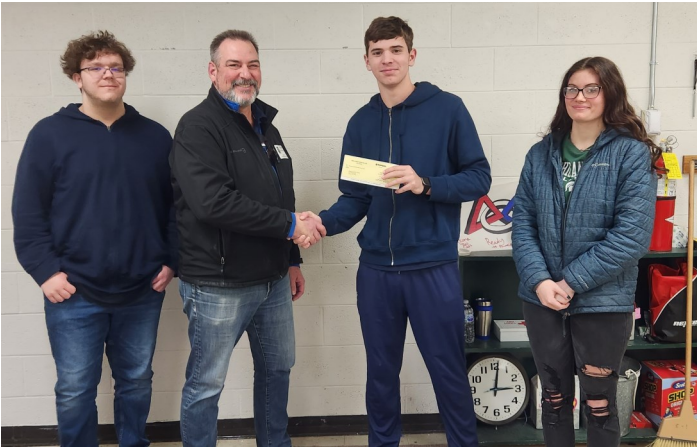
Employment Services, Inc. Supports FIRST Robotics

FIRST Robotics is an international high school robotics competition. Each year, teams of high school students, mentors, and coaches work together for a six-week period to build robots to compete in that year's challenge.

It has been an honor and tradition for ESI to support the teams that exist in the areas in which they have clients. This year, ESI has so far supported the following teams: Alcona, Oscoda, Alpena, and Posen (all pictured). ESI also sponsored a Rogers City robotics team that is not part of FIRST Robotics (not pictured).

ESI believes in this program for the competencies it teaches participants in fields that are directly related to the work of ESI clients. ESI team members are registered to attend the first-ever FIRST Robotics Career Expo in April during the State Championship on the campus of Saginaw Valley State University.

These teams are also seeking additional mentors if any employees of ESI clients are interested in assisting. You can contact Tony Ommani for more information or to be connected with a team.



Leadership Brags

The following brags were submitted to ESI for publication.

Eric Naffien of Husky Products, LLC would like to recognize several individuals on their team. Nic Rollison has proactively taken on the role of programming the Fanuc welding robot for HPL, which fills a competency gap HPL was seeking to fill so they could move forward with utilization of the robot for production. Robert Lardie also stepped forward for operation of the robot and teaching operation of running parts on the robot. HPL also extends their appreciation to Brian Bishop who provided necessary training. Thank you Nic, Robert, and Brian for your efforts and commitment!

Leaders may submit brags for future editions to jackie.krawczak@kabu.net.



Your Health Matters

A message from USI, ESI's health insurance broker.



Contact ESI

Newsletter:

Jackie Krawczak
989.358.6175
jackie.krawczak@kabu.net

Benefits:

Brandi Anderson
989.278.3136
brandi.anderson@kabu.net

Career Opportunities:

Ashley DeFisher
989.358.6289
Ashley.defisher@kabu.net

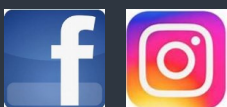
Misc. HR Questions:

info@358-jobs.com

Misc. Opportunities / Competencies / Career Questions

989.358.JOBS (5627)
jobs@358-jobs.com

Find ESI on



Employment Services, Inc Self-Care Isn't Selfish



Are you making time for Good Health? Self-care is an important part of everyday life that is frequently overlooked due to competing priorities.

Self-care is comprised of many things including: care of mind, connection to self and your relationships, physical and emotional health, environment, and effectively managing time and resources. "Self-care flows from an intention to stay connected to oneself."¹

Be actionable with your self-care:

- Be true to yourself and try not to self-criticize.
- Stay focused and minimize distractions. Make a list of three things you want to accomplish each day, then determine if other requests take precedence.
- Surround yourself with positive people. Healthy relationships are critical to supporting your efforts.
- Get enough sleep to recharge your mind and body.
- Use an activity log to track your daily activities and adjust accordingly. You might be surprised what you are spending (or wasting) time on!
- Create a positive environment in your workspace with pictures and inspirational sayings.
- Accept a compliment by saying thank you.
- Practice daily affirmations to help generate confidence.
- Spend time with a pet.
- Practice mindfulness. There are many great tools and apps available to help.
- Read a good novel.
- Relax! Try yoga, get a massage, or watch funny YouTube clips.



Manage Your Priorities – Learn to say "No"

Learning to say no is hard; we often feel obligated to say yes when someone asks for our time or energy. However, if you're already stressed or pressed for time, saying yes to coworkers or even loved ones can cause burnout, anxiety, and irritability.²

Self-care is not selfish. By taking care of yourself – with proper rest, relaxation, nourishment and physical activity – you will ultimately have more to give others.³

Source: ¹ Harvard Business Review: <https://hbr.org/2017/06/6-ways-to-weave-self-care-into-your-workday> ² <https://www.psychologytoday.com/us/blog/click-here-happiness/201812/self-care-12-ways-take-better-care-yourself>
³ Treatment Disclaimer: This material is for informational purposes and is not intended to be exhaustive nor should any discussions or opinions be construed as legal advice. Contact your broker for insurance advice, tax professional for tax advice, or legal counsel for legal advice regarding your particular situation. USI does not accept any responsibility for the content of the information provided or for consequences of any actions taken on the basis of the information provided. All rights reserved.